



Subject: - IMPLEMENTATION OF REVISED ASSESSMENT PROMOTION SCHEME FOR THE FACULTY OF INDIRA GANDHI INSTITUTE OF MEDICAL SCIENCES, PATNA

A proposal of amendment for faculty promotion as per AIIMS, New Delhi / NMC, New Delhi criteria was put-up before 26th Standing Academic Committee meeting held on 24th November 2020 under item no. 26/296 & BOG in its 105th meeting under item no. 105/1579 and matter was discussed in detail because Institute is facing a lot of problem in starting post-graduate and post-doctoral courses, as Institute follows rules and regulation as per AIIMS, New Delhi. Since we follow AIIMS criteria on all other issues, Guidelines related to Personal Promotion Scheme (Both Super specialty and Broad specialty) will be according to AIIMS criteria only.

(A) At the same time as we are dependent on NMC for our recognition, the other recommendations e.g. publications, various basic courses in MET & Research etc would be complied as per NMC criteria.

(B) NMC criteria will be adopted for re-designation of Faculty in both Broad specialties & Super Specialty, on discretion of competent authority to facilitate NMC Assessment / efficient working / teaching of any department. In such situation any faculty fulfilling the NMC criteria can be re-designated by competent authority. The re-designation will be without any financial implications and will have no effect on the seniority list.

(C) If any of the faculty members have been anyway adversely affected due to any Personal promotion made as per NMC guidelines in recent past, they may represent to the Director, IGIMS and an attempt will be made to redress their grievances

In view of above decision of BOG, it is hereby notified that:-

- (i) Assistant Professor with Three years of service will be eligible for Assessment Promotion Scheme to the post of Associate Professor subject to clearance of the prescribed selection process.
- (ii) Associate Professor with Three years of service will be eligible for Assessment Promotion Scheme to the post of Additional Professor subject to clearance of the prescribed selection process.
- (iii) Additional Professor with Four years of service will be eligible for Assessment Promotion Scheme to the post of Professor subject to clearance of the prescribed selection process.

APPLICATION: - These Guidelines will apply to promotions to the faculty posts in grades of Associate Professor, Additional Professor and Professor.

ELIGIBILITY: - Assistant Professors & Associate Professors with 03 (Three years) of regular service in the respective grades in IGIMS are eligible for Promotion as Associate Professors / Additional Professors respectively and Additional Professors with 04 (Four) years of regular service in the respective grades in IGIMS are eligible for Promotion as Professor.

PERIODICITY AND CRUCIAL DATE: - The Assessment Board will meet once a year and considered the fitness of all persons who have completed the requisite eligibility service as on 30th June of the year. All Promotions under the Scheme will be effective from 1st July.

SENIORITY LIST: - As per the rules in force, there can be direct recruitment to all grades of the faculty and selection on each occasion could be for appointment to be made at the same time but in more than one discipline. The combined seniority list of the Institute shall be worked out as follows:

- (i) The seniority of employees of the Institute in each category shall be determined by the order of merit in which they were selected for appointment to the grade in question, those selected on an earlier occasion being ranked senior as a block to those selected later as per rule.
- (ii) The preparation of seniority list of persons selected in the same selection committee would involve the following steps:-

STEP-I Draw up list of persons on the basis of their date of joining those on an earlier date being placed above those joining on a later date.

STEP-II In the list prepared as above, those who join on the same date may be arranged in order of age- those born earlier being placed above those born later.

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STEP-III For those joining on the same date and adjusted as in step-II above according to their age, further re-arrangement may be carried out so that the original inter-seniority of the Institute employees in the Lower Post/Grade maintained. This operation may be done by pulling down the junior in the previous combined seniority list immediately below his senior in that list now appearing in this list even though he may be elder in age.

STEP-IV: - The above list may now be further modified to carry corrections of violation of departmental merit/ seniority laid down by the selection committee. This will be done by pulling the junior down immediately below his senior in merit.

NOTE: - In cases where a junior in the combined & seniority list is being considered for assessment, all persons senior to him/her in the seniority list will also be considered even though the senior do not have the requisite years of service. The senior if found fit will be given notional promotion with effect from the date of promotion of his/her junior and for purpose of pay etc. It would be granted to him/her with effect from the date of actual promotion i.e the date on which he completes 4 years service on the grade at the IGIMS, provided the following two conditions are fulfilled:-

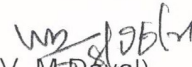
- (a) Probation should have been completed by him/her successfully.
- (b) The total period of extension granted to join the service should not have exceeded 6 months,

ASSESSMENT PROCESS: - The Assessment Board shall take into consideration its recommendations of the Head of the Department/ Unit, the performance of the faculty members with reference to annual confidential reports and his/her performance in the interview for deciding his fitness for promotion to the next higher grade.

NUMBER OF CHANCES: - A faculty member could avail of a total of three chances at each level for being considered for promotion under the scheme. The time interval between the first and second chance would be two years and between the second and third chance three years.

RESEARCH PUBLICATION: -

- (i) Assistant Professor with two research publication in indexed journals as 1st Author or as corresponding author with 3 years of service will be eligible for Assessment Promotion Scheme to the post of Associate Professor.
 - (ii) Associate Professor with four research publication in indexed journals as 1st Author or as corresponding author with 3 years of service will be eligible for Assessment Promotion Scheme to the post of Additional Professor.
 - (iii) Additional Professor with four research publication in indexed journals as 1st Author or as corresponding author with 4 years of service will be eligible for Assessment Promotion Scheme to the post of Professor.
- Probation should have been completed by him/ her successfully

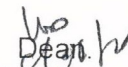

(Dr. V. M. Dayal)
Dean,
I.G.I.M.S., Patna

Dated: 28-06-2021

Memo No. 549 /Acad. /2021

Copy forwarded to Director's Cell/Medical Superintendent/Professor In-charge Medical College/All Head of the Department & Officer In-charge/Administrative Section/Accounts Section/Guard for information and needful.

Copy to: - Sr. Bio-Medical Engineer for information and uploading the Institute website


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